



Headington
Institute

Adapt & Thrive

HEADINGTON INSTITUTE ANNUAL REPORT

7.1.2021 – 6.30.2022



OUR MISSION

It is our mission to care for caregivers worldwide by promoting the **physical hardiness**, **emotional resilience**, and **spiritual vitality** of humanitarian personnel and emergency first-responders.

We do what we do because we have a powerful vision. We believe that one day, all humanitarian workers and emergency responders will have the personal skills, social support, organizational resources, and public interest needed to maintain their wellbeing and thrive in their work.

A Letter from Our Executive Director

Dear Friends,

Following serious lung surgery in 2010, I had to give up jogging, flying, and skiing. I was heartbroken. A close friend advised me to “adapt and survive,” a phrase he often repeated to himself while serving in the armed forces. This helped me accept new limitations and find acceptable alternatives.

Recently, it became clear that the pandemic would hinder how the Headington Institute provided psychological support to global aid workers and domestic emergency responders. I posted “Adapt and Survive” in my office to remind me daily of the need to change. No longer able to travel the world freely, we delivered more training, consulting, and counseling services online. We developed an online resilience assessment tool and counseling chatbot to promote individual and team resilience. Today, by combining in-person, remote-but-live, online, and virtual services, we are helping 25% more people with a smaller staff and less cost than before the pandemic.

When I think of the past year at the Institute, perhaps “Adapt and Thrive” fits best. That’s a good thing, since we’re needed now more than ever.



James D. Guy, PhD
Executive Director & Cofounder
Headington Institute



Building a Global Team

A Year of Growth 🌱

We welcomed several new team members this year. Some have been working with the Institute for years, others were totally new to our mission.

NEW INTERNATIONAL COLLABORATORS



Monique Mendoza
Consulting Psychologist



Sheila Konyu Muchemi
Consulting Psychologist



Aaron Rosales
Consulting Psychologist



NEW HIRES IN OUR VIRTUAL OFFICE



Kristen Swift
Special Projects Assistant



Megan Moody
Operations Coordinator



Abigail Young
Research Assistant



Alice Schrub
Staff Psychologist



Andrea Canales
Education Consultant & Trainer



STAFF VOICES

We asked our staff what was most meaningful to them about our work this year. Here's what they said:

“It's very gratifying to know that the time I spend with our clients is helpful to them as they navigate such stress in their work. Their feedback to me is very encouraging.”

“Our work in Lebanon this past summer was particularly memorable and rewarding. I helped create a resilience assessment for staff to help determine directions on how to respond in the aftermath of the Beirut Port explosion. It was very rewarding to see our assessments have immediate impact on how organizational staff care.”

“I was able to provide training for Ukraine first responders on Psychological First Aid. Not only was I able to get a refresher on PFA, I learned a lot about the on-the-ground work of meeting humanitarian needs.”



Supportive Global Response

We worked with those on the front line of care—aid workers, emergency responders, and community caregivers—to ensure communities impacted by a variety of global events had resilient support. This year, we supported these compassionate responders in 34 organizations, across 48 countries.



Resilience Building, Vicarious Trauma, and Psychological First Aid

Most frequent training topics this year



Kenya, Jordan, and Norway

Most-visited countries



Counseling, HEAT Courses, and Group Resilience Training

Most-requested support offerings



EUROPE

- Cyprus
- France
- Germany
- Greece
- Italy
- Poland
- Ukraine
- United Kingdom

ASIA

- Bangladesh
- Cambodia
- Indonesia
- Kazakhstan
- Laos
- Philippines
- Thailand
- Timor-Leste

AFRICA

- Burkina Faso
- Cameroon
- Central African Republic
- Chad
- Congo, Democratic Republic of the
- Egypt
- Ethiopia
- Kenya
- Madagascar
- Nigeria
- Senegal
- Sierra Leone
- South Africa
- South Sudan
- Sudan
- Tanzania
- Togo
- Tunisia
- Uganda
- Zambia

MIDDLE EAST

- Afghanistan
- Iran, Islamic Republic of
- Israel
- Jordan
- Lebanon
- Palestinian Territory
- Turkey
- Yemen

AMERICAS

- Bahamas
- Canada
- Ecuador
- United States



Collaboration Is Key

Expanding Our Impact

We weathered and adapted to the initial stages of the pandemic through significant reorganization. This year, we built on our foundation by inviting new partners to join our community of action.



PSYML

A data science company for the digital human

psyML's extensive experience in data analysis and modeling has helped us expand our own research program and data pools. Using algorithmic analysis, psyML's team identified unique "Resilience Personalities," which we use to help clients understand their own resilience capacities.



ECHO FACTORY

An agency built on relationships

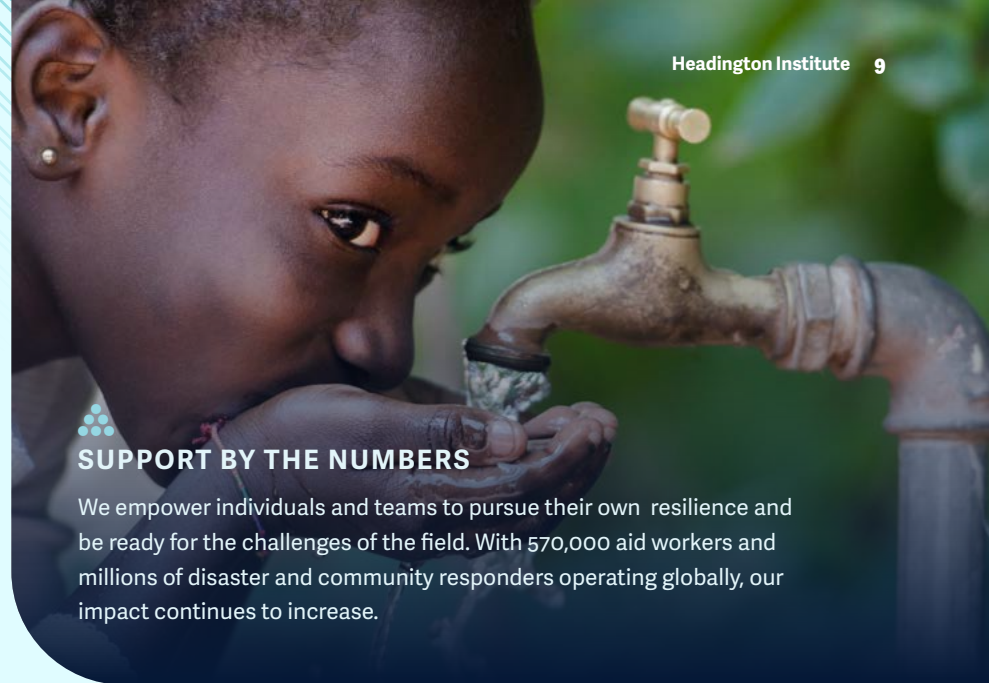
The EF team partnered with us to develop a new, responsive valuation and pricing matrix for our services. This matrix supports both individuals paying for Headington services and Headington's own staff, when we determine the value of our pro bono, subsidized, and grant-funded services.



X2AI

Affordable mental health access

Our multi-year partnership with x2ai has led to incredible results. Together we've built a custom resilience version of their chatbot, Tess. Tess is now helping us support domestic crisis responders monitor and understand their own stress responses and resilience challenges.



SUPPORT BY THE NUMBERS

We empower individuals and teams to pursue their own resilience and be ready for the challenges of the field. With 570,000 aid workers and millions of disaster and community responders operating globally, our impact continues to increase.



34

Organizations



48

Countries



773

eLearning Users



29,200

Support Video Views



63,538

Resource Views



42

Workshops



9

Team Consults



706

Individual Consults



6

HEAT Trips



300

HIRI Assessments



87

Automated Assessments

Responding in Real Time

We work with rapid-deployment staff every day. When Ukraine was invaded, we mobilized quickly alongside our clients.

We provided hundreds of responders at the Ukraine borders with training in Psychological First Aid skills and self-support practices to maintain their own resilience.



PFA: WHAT IS IT?

Psychological First Aid (PFA) is an evidence-informed practice for providing immediate psychosocial support after a critical incident. PFA focuses on promoting safety, reducing distress, and fostering immediate and long-term health and resilience. PFA providers are often the first on the scene, such as paramedics, chaplains, and social workers. Responders focus on being a calm and supportive presence, share information on common reactions to distressing events, and assess for concerning symptoms that merit a referral to additional services.



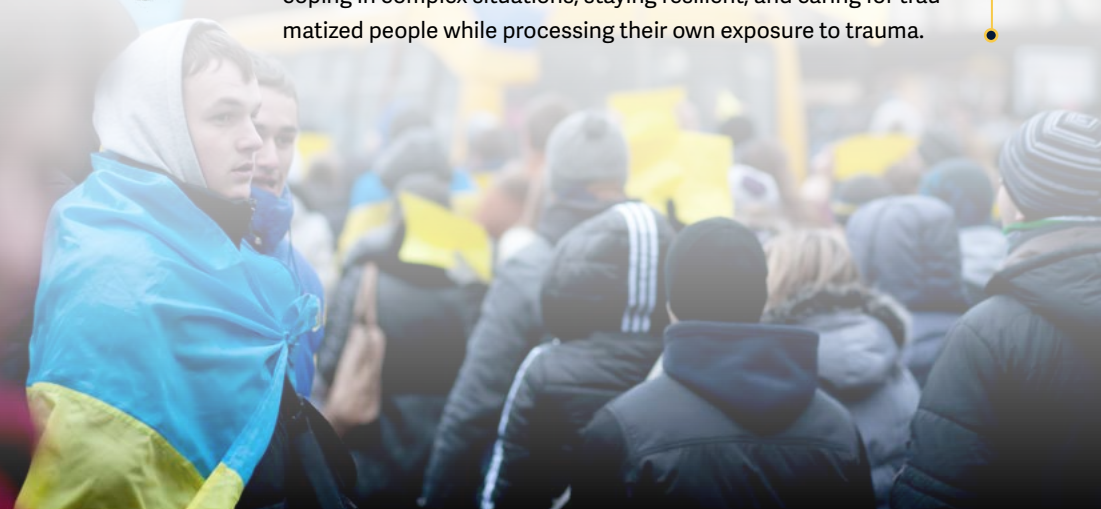
HOW DO CLIENTS USE OUR TRAINING?

- One client organization utilizes PFA training while conducting investigations and interventions around gender-based violence, which they report back to the UN. Other organizations provide medical care, food distribution, and resource collection in Ukraine, Romania, and Poland. Given the stressful nature of this work, the Institute also led webinars on managing stress and vicarious trauma, during which aid workers process their experiences while gaining skills to build personal resilience and promote the resilience of those they serve.



WHAT OTHER SUPPORT DO WE PROVIDE?

The individuals working around the Ukraine borders navigate ongoing risks to their personal safety, physical health, and mental health. We provide one-on-one consultations to discuss vicarious trauma, coping in complex situations, staying resilient, and caring for traumatized people while processing their own exposure to trauma.





Responsive Giving

Helps Us Mobilize 

Our donors—individuals, foundations, corporations—supported both crisis response actions and long term care. Thank you for your encouragement and commitment to building resilient helpers across the world.

Amazon Smile
 Michelle Banks
 Galen & Deborah Buckwalter
 Capital Group Companies Charitable Foundation
 Cathy Cimbalo
 Communities Foundation of Texas
 Diana Concannon
 Darry & Tracy Davy
 Nancy & Ken Durham
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 Scott & Jaimie Grover

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 Luann Warren-Sohlberg
 Shelle Welty
 Bill & Gail Weyerhaeuser
 LuAnn & Wayne Yocky



Collaboration makes us stronger.

Innovating Together

We are grateful to all those who have given of their time, energy, and expertise to sustain the work of the Headington Institute and so many other humanitarian efforts.

IN-KIND DONORS

Andrew Birch
Randall Bishop
Jay Berger
Susan Caron
Peter Esquivel
Melissa Fries
Stephen Higgins
Steve Leider

Becky Magiotta
Sandi Mejia
James Morgan
Gayle Northrup
Peter Postlmayr
Skip Rizzo
Mark Swift
Bill Weyerhaeuser

SPECIAL PROJECTS

Carter Global
DisasterPhilathropy.org
DisasterReady.org
DS Design
Echo Factory
eBI Performance Solutions
Gravitate

Institute for Creative Technologies (USC)
Maxwell Moser Productions
Parkland Hospital
psyML
Rosemead School of Psychology
x2ai



Financials

\$1,380,852

TOTAL INCOME

(\$1,048,209)

TOTAL EXPENSES

\$332,643

NET INCOME

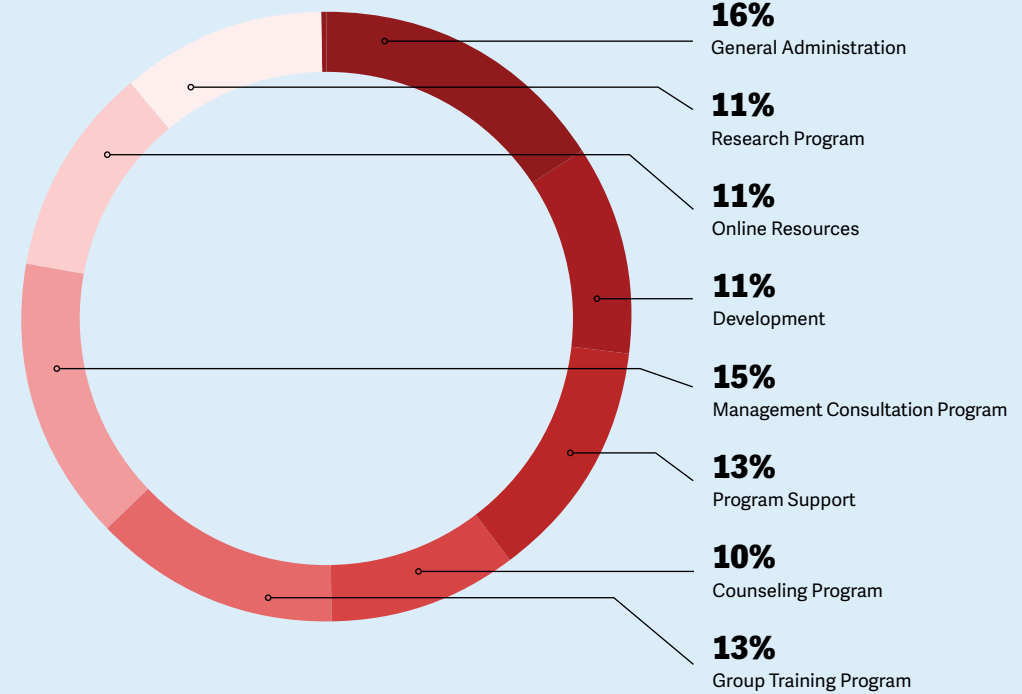


HEADINGTON INSTITUTE FOUNDATION

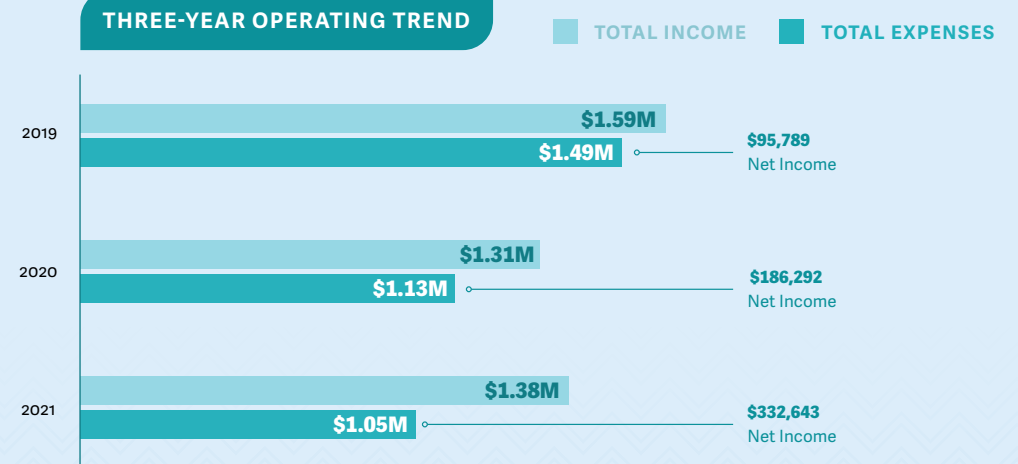
The Headington Institute Foundation was established in 2021 as a nonprofit public charity single-purpose Type I Supporting Organization to receive and invest donations to the Institute, creating a sustainable income flow to

support its mission and work. When established, our board voted to move our cash reserves into the investment and management of HIF.

EXPENSES BY PROGRAM

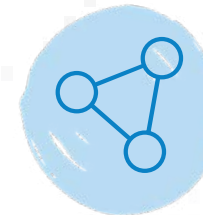


THREE-YEAR OPERATING TREND





Our Team



STAFF

Andrea Canales, PhD

Clinical Services Assistant & Trainer

Marissa Coleman, PhD

Consulting Psychologist

Caitlyn Ference-Saunders, MA

Director of Development & Operations

Scott Grover, PhD

Director of Clinical Services

James D. Guy, PhD

President & Cofounder

Megan Moody, MA

Office Assistant

Jacquelyn Millham, PhD

Senior Consulting Psychologist

Sheila Konyu Muchemi, PhD

Consulting Psychologist

Aaron Rosales, PhD

Consulting Psychologist

Alice Schrub, PhD

Consulting Psychologist

Brent Stenberg, PhD

Senior Consulting Psychologist

Kristen Swift

Special Projects Associate

Shelle Welty, PhD

Consulting Psychologist

Jennifer Young, PhD

Consulting Psychologist

Abigail Young

Research Assistant

Esther Yu, MA

Research Assistant

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To learn more about how you can continue to partner with us in our care for caregivers world-wide, visit us at headington-institute.org.